

February 26, 2002

To: Supervisor Zev Yaroslavsky, Chairman  
Supervisor Gloria Molina  
Supervisor Yvonne Brathwaite Burke  
Supervisor Don Knabe  
Supervisor Michael D. Antonovich

From: David E. Janssen  
Chief Administrative Officer

**DEPARTMENT OF CHILDREN AND FAMILY SERVICES' (DCFS) REQUEST TO  
APPOINT MANAGEMENT POSITION – CHIEF DEPUTY DIRECTOR**

Consistent with the August 4, 1998 Board-approved policy on management appointments, we received the attached request from Anita Bock, Director of Children and Family Services, to appoint Rufus White to the position of Chief Deputy Director at an annual salary of \$160,952 (\$13,413 per month – top of R16). The item is fully funded in DCFS' FY 2001-02 Adopted Budget and is vacant. Attached is a copy of the Department's organizational chart for your reference.

As Chief Deputy Director, approximately 6,350 staff would report to Mr. White through subordinate supervisors. Mr. White would serve as second-in-command to Ms. Bock and be in charge during her absence.

Mr. White has over 30 years of management experience. He is a strong proponent of the Malcolm Baldrige framework for performance excellence and is currently providing consultant services to Ms. Bock in this area. Although your Board recently approved a reaffirmation and expansion of our current hiring/promotion freeze policy, we recommend approval of Ms. Bock's request due to the critical need for the Chief Deputy Director item to be filled.

The requested annual salary of \$160,952 is justified by his past salary history, exceptional experience and unique qualifications for this position. Based on the above, we concur with the Department's request to appoint Mr. White to the position of Chief Deputy Director at an annual salary of \$160,952 effective March 7, 2002.

In accordance with the policy on managerial appointments, unless we hear otherwise from your offices by March 6, 2002, we will notify Ms. Bock that she is authorized to proceed with the appointment.

Each Supervisor  
February 20, 2002  
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Please let me know if you have any concerns about this appointment, or your staff may contact Claudine Crank of this office at (213) 974-2356.

DEJ:SRK  
JEJ:CC:lbm

#### Attachments

c: Executive Officer, Board of Supervisors  
Director, Department of Children and Family Services  
Director of Personnel